
Appendix C

Responsibilities/KSAO Matrix

HFD Captain
Linkage Matrix

0 = Not Relevant

1 = Enables Performance of the Responsibility

HFD Captain Linkage Matrix

0 = Not Relevant

1 = Enables Performance & Responsibility

HFD Captain Linkage Matrix

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		RESPONSIBILITY									
		PERFORMANCE OF THE RESPONSIBILITY									
		PERFORMANCE OF THE RESPONSIBILITY									
RESPONSIBILITY		A. Management.	B. Municipal Fire Protection.	C. Private Fire Protection.	D. Fire Alarm and Fire Communications.	E. Fire Alarm and Fire Construction.	F. Building Construction.	G. Safety Accident Prevention.	H. Emergency Medical Services.	I. Incident Management Systems.	M. Water supply for firefighting.
PERFORMANCE OF THE RESPONSIBILITY											
H. Provides leadership in performing search and rescue operations, which assist victims who may have become unconscious, trapped, lost, or otherwise unable to escape a hostile environment unassisted.											
O. Safeguards all department property from abuse or waste.		H	15.25								
I. Coordinates activities with other responding crews so that teamwork is accomplished and the emergency is brought under control with minimal effort and resources and in the safest way possible.		O	14.60								
Z. Assists in training new employees.		I	14.58								
N. Conducts overhaul operations to ensure complete extinguishment of fire, make a final search for victims, and save any property that can be saved.		Z	14.54								
J. Secures hazardous areas to provide safety for citizens and emergency personnel.		N	14.22								
		J	13.95								

HFD Captain Linkage Matrix

- 0 = Not Relevant**
- 1 = Enables Performance Responsibility**

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		BASIC KNOWLEDGE OF:																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
A. Rules and Regulations.	B. Standard Operating Guidelines.	C. Orders and Bulletins.	D. Municipal Crash and Rescue Procedures.	E. Municipal Procurement Practices.	F. Standard First Responder Protocols.	G. Departmental Strategy and Tactics.	H. Proper Distribution and Deployment of Resources.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
RESPONSIBILITIES	Criticalities	J	I	H	G	F	E	D	C	B	A	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12	A13	A14	A15	A16	A17	A18	A19	A20	A21	A22	A23	A24	A25	A26	A27	A28	A29	A30	A31	A32	A33	A34	A35	A36	A37	A38	A39	A40	A41	A42	A43	A44	A45	A46	A47	A48	A49	A50	A51	A52	A53	A54	A55	A56	A57	A58	A59	A60	A61	A62	A63	A64	A65	A66	A67	A68	A69	A70	A71	A72	A73	A74	A75	A76	A77	A78	A79	A80	A81	A82	A83	A84	A85	A86	A87	A88	A89	A90	A91	A92	A93	A94	A95	A96	A97	A98	A99	A100	A101	A102	A103	A104	A105	A106	A107	A108	A109	A110	A111	A112	A113	A114	A115	A116	A117	A118	A119	A120	A121	A122	A123	A124	A125	A126	A127	A128	A129	A130	A131	A132	A133	A134	A135	A136	A137	A138	A139	A140	A141	A142	A143	A144	A145	A146	A147	A148	A149	A150	A151	A152	A153	A154	A155	A156	A157	A158	A159	A160	A161	A162	A163	A164	A165	A166	A167	A168	A169	A170	A171	A172	A173	A174	A175	A176	A177	A178	A179	A180	A181	A182	A183	A184	A185	A186	A187	A188	A189	A190	A191	A192	A193	A194	A195	A196	A197	A198	A199	A200	A201	A202	A203	A204	A205	A206	A207	A208	A209	A210	A211	A212	A213	A214	A215	A216	A217	A218	A219	A220	A221	A222	A223	A224	A225	A226	A227	A228	A229	A230	A231	A232	A233	A234	A235	A236	A237	A238	A239	A240	A241	A242	A243	A244	A245	A246	A247	A248	A249	A250	A251	A252	A253	A254	A255	A256	A257	A258	A259	A260	A261	A262	A263	A264	A265	A266	A267	A268	A269	A270	A271	A272	A273	A274	A275	A276	A277	A278	A279	A280	A281	A282	A283	A284	A285	A286	A287	A288	A289	A290	A291	A292	A293	A294	A295	A296	A297	A298	A299	A300	A301	A302	A303	A304	A305	A306	A307	A308	A309	A310	A311	A312	A313	A314	A315	A316	A317	A318	A319	A320	A321	A322	A323	A324	A325	A326	A327	A328	A329	A330	A331	A332	A333	A334	A335	A336	A337	A338	A339	A340	A341	A342	A343	A344	A345	A346	A347	A348	A349	A350	A351	A352	A353	A354	A355	A356	A357	A358	A359	A360	A361	A362	A363	A364	A365	A366	A367	A368	A369	A370	A371	A372	A373	A374	A375	A376	A377	A378	A379	A380	A381	A382	A383	A384	A385	A386	A387	A388	A389	A390	A391	A392	A393	A394	A395	A396	A397	A398	A399	A400	A401	A402	A403	A404	A405	A406	A407	A408	A409	A410	A411	A412	A413	A414	A415	A416	A417	A418	A419	A420	A421	A422	A423	A424	A425	A426	A427	A428	A429	A430	A431	A432	A433	A434	A435	A436	A437	A438	A439	A440	A441	A442	A443	A444	A445	A446	A447	A448	A449	A450	A451	A452	A453	A454	A455	A456	A457	A458	A459	A460	A461	A462	A463	A464	A465	A466	A467	A468	A469	A470	A471	A472	A473	A474	A475	A476	A477	A478	A479	A480	A481	A482	A483	A484	A485	A486	A487	A488	A489	A490	A491	A492	A493	A494	A495	A496	A497	A498	A499	A500	A501	A502	A503	A504	A505	A506	A507	A508	A509	A510	A511	A512	A513	A514	A515	A516	A517	A518	A519	A520	A521	A522	A523	A524	A525	A526	A527	A528	A529	A530	A531	A532	A533	A534	A535	A536	A537	A538	A539	A540	A541	A542	A543	A544	A545	A546	A547	A548	A549	A550	A551	A552	A553	A554	A555	A556	A557	A558	A559	A560	A561	A562	A563	A564	A565	A566	A567	A568	A569	A570	A571	A572	A573	A574	A575	A576	A577	A578	A579	A580	A581	A582	A583	A584	A585	A586	A587	A588	A589	A590	A591	A592	A593	A594	A595	A596	A597	A598	A599	A600	A601	A602	A603	A604	A605	A606	A607	A608	A609	A610	A611	A612	A613	A614	A615	A616	A617	A618	A619	A620	A621	A622	A623	A624	A625	A626	A627	A628	A629	A630	A631	A632	A633	A634	A635	A636	A637	A638	A639	A640	A641	A642	A643	A644	A645	A646	A647	A648	A649	A650	A651	A652	A653	A654	A655	A656	A657	A658	A659	A660	A661	A662	A663	A664	A665	A666	A667	A668	A669	A670	A671	A672	A673	A674	A675	A676	A677	A678	A679	A680	A681	A682	A683	A684	A685	A686	A687	A688	A689	A690	A691	A692	A693	A694	A695	A696	A697	A698	A699	A700	A701	A702	A703	A704	A705	A706	A707	A708	A709	A710	A711	A712	A713	A714	A715	A716	A717	A718	A719	A720	A721	A722	A723	A724	A725	A726	A727	A728	A729	A730	A731	A732	A733	A734	A735	A736	A737	A738	A739	A740	A741	A742	A743	A744	A745	A746	A747	A748	A749	A750	A751	A752	A753	A754	A755	A756	A757	A758	A759	A760	A761	A762	A763	A764	A765	A766	A767	A768	A769	A770	A771	A772	A773	A774	A775	A776	A777	A778	A779	A780	A781	A782	A783	A784	A785	A786	A787	A788	A789	A790	A791	A792	A793	A794	A795	A796	A797	A798	A799	A800	A801	A802	A803	A804	A805	A806	A807	A808	A809	A810	A811	A812	A813	A814	A815	A816	A817	A818	A819	A820	A821	A822	A823	A824	A825	A826	A827	A828	A829	A830	A831	A832	A833	A834	A835	A836	A837	A838	A839	A840	A841	A842	A843	A844	A845	A846	A847	A848	A849	A850	A851	A852	A853	A854	A855	A856	A857	A858	A859	A860	A861	A862	A863	A864	A865	A866	A867	A868	A869	A870	A871	A872	A873	A874	A875	A876	A877	A878	A879	A880	A881	A882	A883	A884	A885	A886	A887	A888	A889	A890	A891	A892	A893	A894	A895	A896	A897	A898	A899	A900	A901	A902	A903	A904	A905	A906	A907	A908	A909	A910	A911	A912	A913	A914	A915	A916	A917	A918	A919	A920	A921	A922	A923	A924	A925	A926	A927	A928	A929	A930	A931	A932	A933	A934	A935	A936	A937	A938	A939	A940	A941	A942	A943	A944	A945	A946	A947	A948	A949	A950	A951	A952	A953	A954	A955	A956	A957	A958	A959	A960	A961	A962	A963	A964	A965	A966	A967	A968	A969	A970	A971	A972	A973	A974	A975	A976	A977	A978	A979	A980	A981	A982	A983	A984	A985	A986	A987	A988	A989	A990	A991	A992	A993	A994	A995	A996	A997	A998	A999	A1000	A1001	A1002	A1003	A1004	A1005	A1006	A1007	A1008	A1009	A10010	A10011	A10012	A10013	A10014	A10015	A10016	A10017	A10018	A10019	A10020	A10021	A10022	A10023	A10024	A10025	A10026	A10027	A10028	A10029	A10030	A10031	A10032	A10033	A10034	A10035	A10036	A10037	A10038	A10039	A10040	A10041	A10042	A10043	A10044	A10045	A10046	A10047	A10048	A10049	A10050	A10051	A10052	A10053	A10054	A10055	A10056	A10057	A10058	A10059	A10060	A10061	A10062	A10063	A10064	A10065	A10066	A10067	A10068	A10069	A10070	A10071	A10072	A10073	A10074	A10075	A10076	A10077	A10078	A10079	A10080	A10081	A10082	A10083	A10084	A10085	A10086	A10087	A10088	A10089	A10090	A10091	A10092	A10093	A10094	A10095	A10096	A10097	A10098	A10099	A100100	A100101	A100102	A100103	A100104	A100105	A100106	A100107	A100108	A100109	A100110	A100111	A100112	A100113	A100114	A100115	A100116	A100117	A100118	A100119	A100120	A100121	A100122	A100123	A100124	A100125	A100126	A100127	A100128	A100129	A100130	A100131	A100132	A100133	A100134	A100135	A100136	A100137	A100138	A100139	A100140	A100141	A100142	A100143	A100144	A100145	A100146	A100147	A100148	A100149	A100150	A100151	A100152	A100153	A100154	A100155	A100156	A100157	A100158	A100159	A100160	A100161	A100162	A100163	A100164	A100165	A100166	A100167	A100168	A100169	A100170	A100171	A100172	A100173	A100174	A100175	A100176	A100177	A100178	A100179	A100180	A100181	A100182	A100183	A100184	A100185	A100186	A100187	A100188	A100189	A100190	A100191	A100192	A100193	A100194	A100195	A100196	A100197	A100198	A100199	A100200	A100201	A100202	A100203	A100204	A100205	A100206	A100207	A100208	A100209	A100210	A100211	A100212	A100213	A100214	A100215	A100216	A100217	A100218	A100219	A100220	A100221	A100222	A100223	A100224	A100225	A100226	A100227	A100228	A100229	A100230	A100231	A100232	A100233	A100234	A100235	A100236	A100237	A100238	A100239	A100240	A100241	A100242	A100243	A100244	A100245	A100246	A100247	A100248	A100249	A100250	A100251	A100252	A100253	A100254	A100255	A100256	A100257	A100258	A100259	A100260	A100261	A100262	A100263	A100264	A100265	A100266	A100267	A100268	A100269	A100270	A100271	A100272	A100273	A100274	A10027

HFD Captain Linkage Matrix

		Basic Knowledge/Background						
		Performance Indicators						
		Competencies						
RESPONSIBILITIES		Captain	CC	DD	EE	FF	GG	HH
0 = Not Relevant								
1 = Enables Performance of the Responsibility								
CC. Maintains the station Captain's log while on duty and log any pertinent information about the current day's activities.		CC	17.60					
X. Communicates all pertinent information about matters that occurred, while on duty, to one's relief member at the next shift change.		X	17.17					
DD. Maintains the personnel records of members assigned to their station and shift.		DD	16.93					
HH. Educates self and subordinates to perform duties and responsibilities of the next higher rank.		HH	16.62					
V. Completes required reports and forms.		V	16.29					
G. Provides leadership in the proper placement of hose lines to ensure an effective fire attack, which will confine and extinguish hostile fires in order to prevent, stop, or lessen the loss of life and property.		G	16.06					
GG. Provides counseling and maintains discipline for all subordinate members by enforcing and complying with HFD guidelines, rules and regulation, and all applicable City policies.		GG	15.43					

HFD Captain Linkage Matrix

		BASIC KNOWLEDGE									
		ESSENTIAL SKILLS									
		COMMITMENT									
RESPONSIBILITIES		CIVIC DUTIES	J	D	G	H	I	K	L	M	N
A.1. Rules and Regulations.		A1									
A.2. Standard Operating Guidelines.		A2									
A.3. Orders and Directives.											
B. Basic Knowledge											
C. Essential Skills											
D. Atticraft, crest, end, rescue											
E. Labor Relations											
F. Multiple Problem Solving											
G. Department Strategy and Tactics.											
H. Proper Distribution and Deployment of Resources.											
I. Provides leadership in performing search and rescue operations, which assist victims who may have become unconscious, trapped, lost, or otherwise unable to escape a hostile environment unassisted.		H	15.25								
O. Safeguards all department property from abuse or waste.		O	14.60								
I. Coordinates activities with other responding crews so that teamwork is accomplished and the emergency is brought under control with minimal effort and resources and in the safest way possible.		I	14.58								
Z. Assists in training new employees.		Z	14.54								
N. Conducts overhaul operations to ensure complete extinguishment of fire, make a final search for victims, and save any property that can be saved.		N	14.22								
J. Secures hazardous areas to provide safety for citizens and emergency personnel.		J	13.95								

0 = Not Relevant

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HFD Captain
Linkage Matrix

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BASIC KNOWLEDGE OR SKILL		RESPONSIBILITIES						
		J	D	B	C	G	H	I
A.1. Rules and Regulations.								
A.2. Standard Operating Guidelines.	A1 A2							
A.3. Orders and Guidelines.	A3	18.87						
A.4. EMS First Response.	A4							
A.5. HMR First Response.	A5							
A.6. TACOCIS.								
A.7. TACOCIS.								
A.8. Department Strategy and Tactics.								
A.9. Proper Distribution and Deployment of Resources.								